

## References:

1. Gleaning Laws [Biblical Framework](#)
2. [Deuteronomic Laws](#) (10 Commandments, John 5:46, Luke 2:10, Luke 2:14)
3. [Guidelines of Collaboration](#): Deuteronomy Chapters 23–25, Luke 16:8–13, Matt 25:14-30
4. [Malawi Light Project](#): a mission for resource investment and stewardship in Malawi.
5. [Wisdom's House Malawi Annual Report 2023](#)
6. [Are the gifts greater than the Giver?](#)
7. [Lessons in Faithfulness](#)

## BIBLICAL FRAMEWORK FOR COMPASSION AND RESPONSIBILITY IN THE WORKPLACE

### **Stewardship, Mercy, and Accountability in the Use of Resources**

### Table of Contents

BIBLICAL FRAMEWORK FOR COMPASSION AND RESPONSIBILITY IN THE WORKPLACE .....	1
1. Purpose of the Policy .....	2
2. Biblical Foundation .....	2
2.1 Gleaning Laws (Deut 23:24–25; Deut 24:19–22, Matt 25:14-30, Matt 25:40) .....	2
2.2 Faithful Stewardship (Luke 16:8–13) .....	2
3. Core Biblical Principles.....	2
Divine Ownership.....	2
Compassion with Responsibility (Gleaning Principle).....	2
Dignity Through Responsibility .....	3
Material Stewardship is an indicator of our heart condition (Matt 7:20) .....	4
Investment for Eternal Outcomes.....	4
Allegiance to God the Giver .....	4
4. Stewardship and Accountability Measures.....	5
4.1 Clear Stewardship Agreements.....	5
4.2 Monitoring, Transparency and Reporting .....	5
4.3 Corrective Action and Discipline .....	5
5. Protection of Mercy and Mission Integrity .....	5
6. Responsibilities of Beneficiaries .....	6
7. Leadership Responsibilities.....	6

8. Conclusion.....	6
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## 1. Purpose of the Policy

This policy establishes a biblical framework for training opportunities, the distribution, the management, and accountability of material resources entrusted for service to the poor and the disenfranchised. It affirms that material resources are a means of extending God's mercy and as a test of faithfulness, intended to produce spiritual fruit, responsible stewardship, [and continued allegiance to God, The Giver](#) (Luke 16:13).

## 2. Biblical Foundation

### 2.1 Gleaning Laws (Deut 23:24–25; Deut 24:19–22, Matt 25:14-30, Matt 25:40)

[God commanded Believers](#) to provide [structured mercy for the poor](#) while maintaining clear boundaries, dignity of labor, and accountability (Matt 25:40).

### 2.2 Faithful Stewardship (Luke 16:8–13)

Jesus taught that material wealth is entrusted temporarily and must be used wisely to yield eternal outcomes. Faithfulness in material matters reveals readiness for spiritual responsibility.

## 3. Core Biblical Principles

### Divine Ownership

“The earth is the Lord’s...” (Ps 24:1)

“...what do you have that you did not receive?”...(1 Cor 4:7)

All resources belong to God. No individual, leader, or beneficiary has ultimate ownership.

#### *Policy Implication:*

All funds and assets shall be treated as sacred trusts, not as personal entitlements.

### Compassion with Responsibility (Gleaning Principle)

Compassion must be intentional, limited, and purposeful.

*Policy Implication:*

Assistance shall be:

1. Clearly defined in scope and duration
2. Provided to meet genuine need
3. Structured to prevent dependency or misuse

### Dignity Through Responsibility

Gleaning requires effort from the poor; it preserved dignity and discourages exploitation by gratuitous consumption. Beneficiaries of compassion should not take advantage of another's generosity (e.g. freeloader).

*Policy Implication:*

Beneficiaries are expected to:

1. Participate responsibly in collaborative efforts
2. Follow agreed upon guidelines (Deut 23:21-23)
3. Demonstrate effort toward maturity (Deut 23:24-25, 2Tim2:1-7)
4. Multiply the gifts or talents God has given by teaching others what was freely given(Matt 10:8, 1Cor 4:7, Matt 25:14-30)

Material Stewardship is an indicator of our heart condition (Matt 7:20)

“Whoever is faithful with little is faithful with much. Therefore if you have not been faithful in the unrighteous mammon, who will entrust the true *riches* to you? And if you have not been faithful in that which is another's, who shall give you that which is your own?”  
(Luk 16:10-12, John 12:4-6)

Faithfulness in material resources reflects spiritual trustworthiness.

*Policy Implication:*

Continued access to resources depends on demonstrated faithfulness, integrity, and accountability.

Investment for Eternal Outcomes

“Use worldly wealth... for eternal dwellings” (Luke 16:9) Resources are investments, not mere relief.

*Policy Implication:*

Programs must aim at:

1. Spiritual growth
2. Ethical development.
3. Community transformation
4. Long-term sustainability

Allegiance to God the Giver

“You cannot serve both God and money” (Luke 16:13)

Material gifts must not replace loyalty to God.

*Policy Implication:*

Teaching and oversight shall emphasize gratitude, obedience, and continued dependence on God rather than on material support.

## 4. Stewardship and Accountability Measures

### 4.1 Clear Stewardship Agreements

All recipients of responsibility or resources shall:

1. Understand the purpose of the resources (Luke 16:8-9)
2. Agree to biblical stewardship standards (Luke 16:10-12)
3. Acknowledge accountability structures (Deut 23:21-13)

### 4.2 Monitoring, Transparency and Reporting

1. Regular reporting shall be required
2. Use of resources shall be reviewed
3. Outcomes (material and spiritual) shall be assessed

### 4.3 Corrective Action and Discipline

In cases of unfaithfulness (Luke 16:10–12):

1. Access to resources may be restricted or suspended
2. Responsibility may be reassigned
3. Restoration shall be possible through repentance and correction

This reflects the biblical principle of isolating corruption to protect the whole (cf. leprosy laws, 1 Cor 5:4-8, 1 Cor 6:5).

## 5. Protection of Mercy and Mission Integrity

Unaddressed unfaithfulness in stewardship endangers:

1. The poor who genuinely depend on mercy
2. The credibility of stewardship
3. The spiritual health of the community

### *Policy Implication:*

Leadership is obligated to act decisively to preserve both mercy and holiness.

## 6. Responsibilities of Beneficiaries

Those who receive mercy are expected to:

1. Maintain allegiance to God the Giver (Matt 6:33)
2. Use resources according to purpose (Luke 16:8-13)
3. Grow in faithfulness and responsibility (Luke 16:10-12)
4. Avoid entitlement or dependency (Deut 23:24-25)

Failure to comply may result in loss of privilege, consistent with biblical precedent.

## 7. Leadership Responsibilities

Leaders shall:

1. Model faithful stewardship by example (Matt 5:19)
2. Guard resources with integrity to fulfill the intended purpose (Luke 16:10-12, Deut 23:21-23)
3. Teach biblical principles of giving and receiving
4. Act biblically, and courageously as a peacemaker (Matt 5:9, Ps 82, 1 Cor 5:4-8, 1 Cor 6:5) when discipline is required

## 8. Conclusion

This policy affirms that biblical mercy is not unlimited generosity, but structured grace designed to produce faithfulness, as demonstrated in the gleaning laws and affirmed by Jesus in Luke 16, material resources are entrusted to reveal whom we serve, to train in stewardship, and to glorify His Lordship.

1. Faithfulness preserves mercy.
2. Unfaithfulness requires correction. (Luke 16:10-12)
3. God alone remains The Owner and The Authority.